

COMMONWEALTH BUREAU OF CENSUS AND STATISTICSLABOUR TURNOVER SEPTEMBER 1961

1. This report gives the results of a survey of labour turnover in Australian industry in the month of September, 1961, and shows these results together with those obtained in similar surveys covering the months of September in previous years. Because of the effect of seasonal fluctuations, the trends in labour turnover are most clearly shown by comparing successive turnover rates for the same month of each year. Labour turnover rates are influenced by the seasonal nature of employment, particularly in the food, drink and tobacco industry and, to a lesser degree, in other industries. A report entitled "Labour Turnover March 1961", published on 7th August 1961, contained the results of a survey in March 1961 together with the results obtained in similar surveys relating to the month of March in previous years.

2. In these surveys labour turnover is, in accordance with general practice, measured by the number of engagements or separations expressed as percentages of average employment during the period under review. Engagements and separations refer to the turnover of individual businesses, including the movement from one business to another within the same industry group.

3. Table 1 shows figures of both engagements and separations expressed in this way for manufacturing and non-manufacturing industries. Table 2 shows the separation rates for manual workers by industry group, and Table 3 shows the analysis of these separation rates according to dismissals, retrenchments, persons leaving employment on their own initiative, and other causes.

4. The period covered in individual returns varies, since it depends on the dates on which pay-roll tax returns of individual businesses are made up for August and September in each year. The average period is about four and a half weeks.

Industrial Coverage

5. The surveys are based on a sample within certain industries of businesses subject to pay-roll tax, that is, businesses paying more than £200 a week in wages. The surveys exclude businesses whose pay-roll is below the taxable limit, as well as religious, benevolent and other similar organizations which are exempt from pay-roll tax. In addition, the surveys exclude rural industry; private domestic service; certain businesses such as accountants, trade associations, consultant engineers, etc.; the shipping and stevedoring industry; the motion picture industry; government employment; and semi-government undertakings other than banks and airlines.

Engagements and Separations

6. Table 1 summarizes the engagement and separation rates of the manufacturing and non-manufacturing sectors of industry. In one category, "female non-manual workers in manufacturing industry", the number of employees is relatively small. Less significance should be attached to small changes in the labour turnover rate in this category than to similar changes in the larger employment categories.

7. In 1956, the September rates for most of the labour turnover categories were significantly lower than they had been in the two preceding years. Overall, there was little change of significance in 1957 and 1958, but rises occurred in the rates for most categories in 1959 and 1960. In 1961 rates were generally lower although small rises occurred in some categories of female workers.

E.S.	E.P.T	E.E	E.E	S.E	S.E
S.C.	S.C.T	S.P	R.E	D.P	T.P
D.A.	T.C	T.P	S.E	E.A	O.A
E.S.	S.E	D.E	T.E	S.E	E.E
E.C.	O.C.T	S.P	R.E	O.A	S.A
C.A.	D.P	O.P	T.E	S.E	O.A

TABLE 1. - ENGAGEMENTS AND SEPARATIONS, SEPTEMBER 1956 TO 1961

(Percentage of average employment in each group)

	1956	1957	1958	1959	1960	1961
Males						
Manual Workers						
Engagements						
Manufacturing	4.3	4.4	4.4	5.2	5.9	4.0
Non-manufacturing	6.5	6.0	6.0	6.8	7.9	5.6
All industries	5.1	5.0	4.9	5.8	6.6	4.6
Separations						
Manufacturing	4.3	3.9	4.2	4.6	r 5.4	4.7
Non-manufacturing	5.4	5.3	5.4	6.1	6.8	5.7
All industries	4.7	4.4	4.6	5.1	5.9	5.0
Non-manual Workers						
Engagements						
Manufacturing	1.8	1.6	1.5	1.9	2.2	1.1
Non-manufacturing	2.3	2.5	2.4	2.5	2.9	1.8
All industries	2.2	2.2	2.1	2.3	2.6	1.6
Separations						
Manufacturing	1.7	1.5	1.3	1.7	1.8	1.5
Non-manufacturing	2.1	2.0	2.2	2.0	2.4	2.1
All industries	2.0	1.8	1.9	1.9	2.2	1.9
Females						
Manual Workers						
Engagements						
Manufacturing	5.5	5.3	5.2	7.5	6.8	7.2
All industries (a)	5.9	5.5	5.2	7.2	7.1	7.0
Separations						
Manufacturing	5.7	4.7	6.0	5.5	r 5.9	5.6
All industries (a)	5.7	4.7	5.9	5.5	6.1	5.6
Non-manual Workers						
Engagements						
Manufacturing	3.8	3.2	3.3	3.9	r 4.3	2.3
Non-manufacturing	4.1	4.6	3.9	4.2	r 5.5	5.8
All industries	4.0	4.3	3.8	4.1	5.1	4.6
Separations						
Manufacturing	3.3	3.2	3.1	3.6	3.8	2.9
Non-manufacturing	4.2	4.0	3.9	4.2	r 5.0	5.3
All industries	4.0	3.8	3.7	4.0	4.6	4.5

(a) Includes "non-manufacturing" for which separate estimates are not available.

(r) Revised.

Separation Rates for Industry Groups

8. Table 2 gives a dissection by industry group of the separation rates of manual workers which were shown in Table 1. As was shown in Table 1, the separation rates of manual workers were lower in September, 1961, than in September, 1960. Table 2 shows that these lower rates were fairly general throughout industry, although the rate for male employees rose in the "vehicle" industry.

9. Since the "food, drink and tobacco" industry group contains certain seasonal industries (e.g. fruit canning) which engage and retrench a large number of workers each season, considerable fluctuation may occur in the turnover rates because a season may be later one year than another.

TABLE 2. - SEPARATION RATES FOR MANUAL WORKERS BY INDUSTRY, SEPTEMBER, 1960-1961
(Percentage of average employment)

Industry Group	1956	1957	1958	1959	1960	1961
MALES						
Manufacturing -	%	%	%	%	%	%
Engineering and vehicles	4.2	3.6	4.4	4.8	5.6	6.2
(i) Engineering (a)	n.a.	n.a.	n.a.	4.8	5.7	3.5
(ii) Vehicles (b)	n.a.	n.a.	n.a.	5.0	5.3	17.6
Textiles and clothing	3.4	3.0	3.2	4.2	4.6	2.6
Food, drink and tobacco	5.8	5.6	4.6	5.6	7.3	6.1
Furniture, sawmilling and woodworking	3.8	3.7	5.3	5.3	4.4	3.4
Paper and printing	2.7	2.2	2.4	2.4	2.7	2.2
Other manufacturing	4.4	4.1	4.0	4.1	5.5	2.6
(i) Chemicals and oil refining	n.a.	n.a.	n.a.	3.1	4.5	2.1
(ii) Other	n.a.	n.a.	n.a.	4.5	5.8	2.8
All manufacturing	4.3	3.9	4.2	4.6	5.4	4.7
Non-manufacturing -						
Mining	3.2	3.0	3.5	3.4	3.7	3.7
Building and construction	10.0	10.1	11.0	11.4	12.4	11.3
Road transport	4.7	4.2	4.3	5.4	5.2	4.1
Wholesale and retail trade	4.0	3.7	3.7	4.0	4.9	3.5
Other non-manufacturing	4.2	4.8	3.0	5.1	5.6	4.4
All non-manufacturing	5.4	5.3	5.4	6.1	6.8	5.7
All industries (c)	4.7	4.4	4.6	5.1	5.9	5.0
FEMALES						
Manufacturing -	%	%	%	%	%	%
Engineering and vehicles	5.8	5.2	6.2	5.2	7.4	6.5
Textiles	3.9	4.7	2.6	4.0	5.1	2.9
Clothing	5.8	3.8	4.6	5.7	5.0	4.0
Food, drink and tobacco	9.1	7.5	12.3	7.7	11.1	11.0
Paper and printing	3.8	5.2	3.5	4.7	5.7	4.6
Chemicals and oil refining	n.a.	n.a.	n.a.	4.6	5.5	3.5
All manufacturing (d)	5.7	4.7	6.0	5.5	5.9	5.6
All industries (e)	5.7	4.7	5.9	5.5	6.1	5.6

(a) Extracting, refining, founding, engineering, metalworking, electrical equipment.
 (b) Vehicles, aircraft and ships. Includes assembly and repairs. (c) See introductory text for note on industrial coverage. (d) Includes certain industry groups not specified above for which separate estimates are not available. (e) Includes "Non-manufacturing" for which separate estimates are not available.

Analysis of Separations for Manual Workers

10. Table 3 shows a classification by type of separation (see note to table) for male and female manual workers during September 1960 and September 1961. Previous issues in the series have contained corresponding information for earlier years.

11. In most previous periods surveyed the majority of separations among manual workers (except those in the "food, drink and tobacco" industry) were due to persons leaving on their own initiative. In September 1961, however, retrenchments were more important in the "engineering and vehicles" and the "building and construction" industries. In fact, rises in the retrenchment rate were general throughout industry. The proportion of employees who left on their own initiative was much smaller in September 1961 than in September 1960, and in most industries this fall was more than sufficient to offset the rise in retrenchments.

TABLE 3. - ANALYSIS OF SEPARATIONS FOR MANUAL WORKERS,SEPTEMBER 1960 AND SEPTEMBER 1961

(Percentage of average employment in each group)

- NOTE: D - Dismissed : Employment terminated on the employer's initiative for disciplinary or similar reasons.
- R - Retrenched : Employment terminated, permanently or otherwise, on the employer's initiative for reasons such as a reduction in the scale of operations, breakdown in machinery, shortage of materials, completion of the job, etc.
- L - Left : Employment terminated on the employee's initiative. Employees on strike not included.
- O - Other : Includes separations due to death, injury, permanent retirement (including women leaving to be married), enlistment in the forces, and similar reasons.

Industry Group	September 1960					September 1961				
	D	R	L	O	Total	D	R	L	O	Total
MALES										
Manufacturing -	%	%	%	%	%	%	%	%	%	%
Engineering and vehicles	0.6	0.2	4.7	0.1	5.6	0.5	4.0	1.6	0.1	6.2
(i) Engineering (a)	0.7	0.2	4.7	0.1	5.7	0.6	1.1	1.7	0.1	3.5
(ii) Vehicles (b)	0.4	0.3	4.5	0.1	5.3	0.4	15.7	1.3	0.2	17.6
Textiles and Clothing	0.4	0.3	3.8	0.1	4.6	0.5	0.4	1.6	0.1	2.6
Food, drink and tobacco	0.6	2.8	3.8	0.1	7.3	0.7	3.8	1.5	0.1	6.1
Furniture, sawmilling, etc.	0.4	0.2	3.7	0.1	4.4	0.8	0.7	1.9	..	3.4
Paper and printing	0.3	0.1	2.2	0.1	2.7	0.3	0.7	1.1	0.1	2.2
Other manufacturing	0.7	0.4	4.3	0.1	5.5	0.2	1.1	1.2	0.1	2.6
(i) Chemicals and oil refining	0.4	0.4	3.5	0.2	4.5	0.2	0.7	1.0	0.2	2.1
(ii) Other	0.8	0.4	4.5	0.1	5.8	0.3	1.2	1.2	0.1	2.8
All manufacturing	0.6	0.6	4.1	0.1	5.4	0.5	2.6	1.5	0.1	4.7
Non-manufacturing -										
Mining	0.2	0.3	3.1	0.1	3.7	0.1	1.1	2.2	0.3	3.7
Building and construction	2.0	3.6	6.8	..	12.4	1.6	6.4	3.2	0.1	11.3
Road transport	1.1	0.2	3.8	0.1	5.2	0.7	1.0	2.3	0.1	4.1
Wholesale and retail trade	0.8	0.5	3.5	0.1	4.9	0.5	0.9	1.9	0.2	3.5
Other non-manufacturing	1.0	0.3	4.1	0.2	5.6	1.2	0.7	2.3	0.2	4.4
All non-manufacturing	1.1	1.2	4.4	0.1	6.8	0.9	2.3	2.4	0.1	5.7
All industries (c)	0.8	0.8	4.2	0.1	5.9	0.6	2.5	1.8	0.1	5.0
FEMALES										
Manufacturing -	%	%	%	%	%	%	%	%	%	%
Engineering and vehicles	0.5	1.5	5.2	0.2	7.4	0.5	2.8	3.0	0.2	6.5
Textiles	0.4	0.3	4.3	0.1	5.1	0.2	0.5	2.1	0.1	2.9
Clothing	0.8	0.4	3.7	0.1	5.0	0.7	0.6	2.6	0.1	4.0
Food, drink and tobacco	1.1	4.6	5.3	0.1	11.1	0.9	6.9	3.0	0.2	11.0
Paper and printing	0.5	0.5	4.5	0.2	5.7	0.5	1.3	2.6	0.2	4.6
Chemicals and oil refining	0.4	0.7	4.2	0.2	5.5	0.1	0.8	2.5	0.1	3.5
All manufacturing (d)	0.6	1.1	4.1	0.1	5.9	0.6	2.1	2.8	0.1	5.6
All industries (e)	0.7	0.9	4.4	0.1	6.1	0.7	1.8	3.0	0.1	5.6

- (a) Extracting, refining, founding, engineering, metalworking, electrical equipment.
- (b) Vehicles, aircraft and ships. Includes assembly and repairs.
- (c) See introductory text for note on industrial coverage.
- (d) Includes certain industry groups not specified above for which separate estimates are not available.
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